



## **MEETING MINUTES**

### **Chief's Advisory Committee (Virtual) Tuesday, November 10, 2020**

#### **Welcome to Committee by Chief Páez**

Chief Páez welcomed the committee to the third meeting. Thanked all for their flexibility with getting together. Asked the group if there were any needed amendments from last minutes – no responses. Introduced Ms. Ingram to her first meeting and gave her the opportunity to introduce herself to the group.

Committee members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Greg Lattanzi, Director Jay Somerville, PIO Rebecca Myers, Officer Amber McCloskey, W. Dwayne Maynard, Ajmeri Hoque, Sri Gaddam, Cortney Ingram, Cameron Justice, Susan Ortega, Imran Malik, Yangling Yin, Isao Shoji, Stella Villalba

Minutes by: Rebecca Metcalf

Cortney Ingram advised she is a cheerleading coach and a 7<sup>th</sup> grade language arts teacher in Dublin City Schools. She is teaching completely online this year which has been challenging. Her goals currently for the group may change as this continues but having open communications and bridge gaps between different groups and connections between the police department, families and students is important. Hopes to share those thoughts and feelings from those students and try to connect the two worlds.

Chief Páez thanked Ms. Ingram for introducing herself and advised we are very excited to have her with the group and as a representative of Dublin City Schools. After last meeting the group requested additional information which was gathered and shared with the group. We can get into and go over that toward the end of the meeting. In today's meeting the first focus needs to be a discussion on selecting the chair and vice chair as well as selecting persons for those roles.

#### **Chair and Vice Chair Discussion**

Dwayne Maynard thanked Imran for getting the ball rolling to complete conversations on leadership. From his perspective it would be good to have a unanimous vote for those positions.

Sri Gaddam suggested people who are not interested should listen to those who are interested. He advised he will support anyone who will take on that responsibility. He opts out.

Isao Shoji echoed Sri Gaddam's thoughts. He has a few too many things going on and will not be available for the Chair or Vice Chair.

Susan Ortega stated she wants to be supportive but opts out of chair and vice chair. Agrees it is very important for those in the positions to keep the committee focused; she is excited to support whomever accepts the roles of these leadership positions.

Cameron Justice stated he had been back and forth on whether or not to take on a leadership role he decided his role will be a supportive role; but if nobody else is able or willing he will step up. For now he will pass.

Stella Villalba advised she sees everyone in the group as a leader but they need to have a chair and vice chair to keep all focused and guide the committee. She stated she will also pass on taking on the leadership role but they can count on her for support, commitment and insight.

Imran Malik echoed all members so far. Suggested someone with more wisdom and expertise would be a better fit. Whoever that is from the team will have his support.

Yangling Yin advised she will take on a supporting role as well. She will support the leadership and group to do the right thing. She also advised that she will contribute ideas and support.

Cortney Ingram advised this is one of many committees she is part of and that she has chosen to be part of those committees. She feels she can be in a leadership role but this is not one to take on at this time. She is happy to support the group but this is not the time to take on a leadership role and she passes the opportunity on to someone else.

Ajmeri Hoque thinks Dwayne Maynard should be chair. He has been in the public eye for many years. She thinks the committee needs need someone with his experience leading the group.

Dwayne Maynard thanked Ms. Hoque for the vote of support. Advised he is willing to serve in the leadership role if she is will to serve in a leadership role as well.

Ajmeri Hoque agreed to serve in a leadership role.

Dwayne Maynard advised that the group as a whole participated in this decision. He is very excited to work with this group assisting the chief and department from the vantage point of being willing and able to build bridges between various different segments of the diverse Dublin Community that the committee represents. Staying on task will be a big challenge but he thinks we will be able to do it. Asked Chief if an official vote is needed?

Chief Páez thanked all. Advised he knows how busy all are and we are very blessed to have all of you that are invested and willing to spend this time with us and have meaningful dialogue. Ajmeri and Judge Maynard thank you both. There is a lot of heavy lifting required. Just as all have offered to assist, that is his role as well. He will help with support and logistics as well as offer necessary resources. Advised the group they do need to have some sort of formal vote. He confirmed each person's desire to serve:

Dwayne Maynard advised the group he would serve as Chair and Ajmeri Hoque would serve as Vice Chair.

Chief Páez thanked them for taking those roles as leaders. He surveyed the group for the appointment to Chair – Dwayne Maynard  
The group unanimously approved.

Chief Páez surveyed the group for the appointment to Vice Chair – Ajmeri Hoque  
The group unanimously approved.

Chief Páez, for clarity moving forward reviewed the roles of the Chair and Vice Chair from the Resolution:

*b. Chair/Vice Chair. The Chief's Advisory Committee will elect from its appointed membership and no later than its third meeting a:*

*i. Chair, whose duties it will be to coordinate meeting agendas and Advisory Committee support with the assistance of the Chief of Police, preside over meetings and serve as the spokesperson of the Chief's Advisory Committee.*

*ii. Vice Chair, whose duty it will be to serve in the absence of the Chair.*

Again thank you all for leaving some space for the discussion and thanks to Ajmeri and Judge Maynard for accepting those roles.

Dwayne Maynard advised that the resolution indicates they are to submit certain things semi-annually as to their progress and progress, findings, recommendations and associated actions of the Advisory Committee; does that mean at some point in February 2021 they have to have a document or presentation available to City Council. Asked if that means in February 2021 they have to have a document prepared for presentation to city council.

Chief Páez indicates yes, and one of reasons Ms. Metcalf takes notes is for us to be able look back and see what discussions involved, progress and actions taken. Rebecca Myers will assist, as well as Bureau Commanders, with putting together that report. Your involvement would be ensuring that we capture everything we need to but be mindful that the report is not just from our perspective or what he heard in the meeting but what we are reporting back to council is very reflective of the totality of the discussions and captures the viewpoints of the committee with clarity of exactly what the committee offered to the Chief, Department and City. Dates have not been decided on when and how this occurs. City Council Meetings are on particular dates throughout the year. It does say semi-annually so that can occur in congruence with things we are working on or have accomplished or a periodic update of what we have discussed or have accomplished as a group together.

Dwayne Maynard suggested it might be advantageous for the group to have in mind this time table. In six months from the time the resolution passes would be February 2021. The committee needs to be mindful of that date or deadline. They need to plan out some time to be prepared to spend additional time beyond just a meeting time to go over materials or have discussion on what the group would like to communicate to the City Manager and City Council then ensure all are on the same page.

Chief Páez advised that is excellent. Thank you for offering the willingness to provide that insight on behalf of the committee members.

Sri Gaddam suggested the committee should define goals and determine how we measure success in meeting those goals. What are the initiatives we have taken and how do we show the progress so that we can celebrate it when it occurs.

Dwayne Maynard agrees one hundred percent.

Chief Páez stated that is a great point. Asked the group if there was any other discussion needed regarding the chair and vice chair. Yielded the floor to the committee for any points or discussion the committee might have.

### **Goals Discussion**

Ajmeri Hoque advised as far as goals one of the focus areas is school resource officers. The committee needs to spend some significant time on this topic. This may be their focus over the next few months. She is not sure they can divide their time on several topics at one time. Focusing on one topic at one time would be the best way to get to the eventual goal.

Chief Páez stated that is a good point and in reflection on the last meeting we had a lot of discussion on the SROs. We want to ensure we provide a foundation and understanding on what we do. Documentation was provided after the last meeting. Chief Páez asked if there are any questions or need for additional information. The committee had mentioned setting aside an entire meeting for that discussion, or maybe it is several meetings, discussion of the documents, conversations with our school resources officers and then follow-up meetings after those discussions.

Ajmeri Hoque states that she did see the information regarding the school resource information, looked through it very briefly. Noticed there wasn't any documentation on how you document interaction with students or do you document documentation with students? How do the students feel about the SROs? Have you done surveys? Have you talked to other community members? Does the school do surveys and is there any way to get the students' thoughts on this?

Chief Páez advised Lt. Tabernik has done some additional work with the Sergeant of the Community Education Unit and has been putting together some additional information as part of that discussion.

Lt. Tabernik advised they definitely would like in a future meeting to have Sgt. Rice and some of our SROs in attendance to discuss our operational pieces. He reviewed some highlights from the information including training and some training they just took part in on Election Day with the schools which was a DEI training. He also highlighted the bottom of the information where we are hoping to get training recommendations from this committee and the public. For this group's thoughts and feedback we provided the latest CEU job posting, which is a specialized assignment, the officer has to apply to be a part of that unit. Sgt. Rice put together a document that encapsulates CEU not just SROs; there is a lot of programming that our CEU provides; thinks we do things very well but are open to any input and communication and feedback that this group would have. Welcomes your feedback.

Chief Páez asked Cortney and Stella for their input and feedback to help prepare us to bring back the right information to facilitate that discussion.

Dwayne Maynard asked to which documents specifically of the several documents they received is he referring?

Lt. Tabernik advised it was contained in the ZIP drive; also recommends a review of the Community Education Unit Manual, outlines the program and our goals regarding being in the schools. That is probably the best document to start with is the Community Education Unit Manual. The other documents were more of a reference.

Rebecca Myers advised that the manual and contract are together as one piece in that zip file. The selection process is also in that file as well as the recent training.

Dwayne Maynard asked with respect to the documents he is looking at that it talks about upcoming events and current projects, it talks about SRO Basic in October, is that training that took place?

Lt. Tabernik advised yes; any new member in the role of SRO must attend that training. Our newest SRO, Officer Nicholson who is at Sells Middle School, has completed that basic training. All nine have completed that training.

Dwayne Maynard asked the group if that is the kind of information you want?

Stella Villalba sees in the training document that they have attended workshops regarding racism, bias and other trainings as recently as November 3. Are the last from this year or that last couple of years?

Lt. Tabernik advised that those were all this year that those trainings occurred.

Stella Villalba asked if there are any trainings regarding students in trauma? This is a very important topic.

Lt. Tabernik advised they have had conversations about that; welcomes any recommendations from the group for training.

Stella Villalba stated that is a journey they are taking currently in the schools. Dr. Howard from OSU is one of the facilitators they had; anyone that is serving the community can benefit from taking this training.

Cameron Justice also mentioned that Dr. Bobbi Beale is a great resource as well regarding trauma response especially in schools. He will provide the information to Chief if he can't find it.

Dwayne Maynard asked if law enforcement gets that training is it possible members of the committee can participate in those trainings as well if the department has someone that comes in and presents the training.

Lt. Tabernik advised that is something we can explore, it's a good idea we can likely do that. He asked Ms. Ortega for her feedback and input on trauma informed care?

Susan Ortega advised all discussed is spot on. Have to figure out how to have the trauma informed care lens woven into the law enforcement lens; and also factoring in school district languages; it's not plug and play they have to think of all of those lenses and perspectives. Training is ongoing can't be a one-time thing. Figuring out how to review calls with staff, break them down, and discuss them from a trauma informed lens. She can guide and provide information on what to be mindful of and being mindful as well about melding all the cultures.

Ajmeri Hoque when you mean trauma what exactly are you talking about? Does that include racial trauma? How student's and individual's react when they see officers?

Susan Ortega advised she means all things, it's from the perspective of the individual.

Stella Villalba agrees with Susan. It is all the parts of trauma. Racial trauma and how we saw the world in 2020. It is not a new problem but it escalated and the world has watched it from their homes. There is a responsibility piece to address; in the schools there is also having this conversation of the racial progress. A child that is 8 or 9 years old has not seen anything else but our current reality. How do we undo that trauma or help our students understand that what they saw is not normal, it's not okay, it's not how we act, it's not how the world functions but that is in their 8 or 9 year old mind. That's all they know that is what they've seen.

Sri Gaddam state that a great starting point is the document with Dublin PD and Dublin Schools; how often are the SROs interacting with the students and providing that awareness and ensuring that the police are our friends. Suggests maybe providing some workshops, students should know what is happening.

Dwayne Maynard commented that an important part of the discussion is talking about training piece for law enforcement but also community engagement; SRO is the law enforcement presence in the school and their intentional willingness to interact with the kids, particularly the kids of color and show them something different from what they have seen over the summer or outside their school. That is something we would like to see them do. Just needs to be an intentional willingness to interact with the kids in a different way or more substantive way.

Imran Malik commented that there is some level of data that we don't have the visibility too; how many times are these interactions occurring; if it's way too many or not enough we need to find that out; need some feedback coming to them or the school. Some level of info that is missing, need to identify, don't want to reinvent the wheel just build on what is out there. Need to rely on the department to help find that information.

Ajmeri Hoque asked if we can have the SROs at the next meeting. Thinks they can very easily answer those questions they have would and the conversation can move forward in a more substantive and more action driven way.

Chief Páez stated yes absolutely. Regarding data, it is sometimes a number whose value is only so much as you can translate into data. The officers can share their experience and share their

intentions and provide success stories and times they feel they could have done more. Answering from the data perspective, we have a number of ways that we collect information. Every call is recorded from time call is received, dispatched, officer response, arrival and clears with an abundance of information from that particular contact as the call occurs. With that we end up with actual documentation of a contact whether it be an incident report or perhaps an arrest. There is a number that goes with those reports. Chief Páez deferred to Commander Somerville to talk about that information and what we can provide. Helps to inform for the discussion what you might be looking for and what we can bring back.

Jay Somerville stated that specifically focusing on SRO and as it relates to the records bureau, an SRO doesn't document every conversation with a student; if it rises to having a documented encounter our SROs do a very good job of starting the documentation by starting that documentation with a call for service. If rises to the point of being a crime, or a citation or an arrest involved, we then have documentation specific to that information; the CFS happens in progress grows as the call progresses until its conclusion. The reports are what happens after that CFS is done. Officers in the schools don't document every casual interaction they have but once it becomes an official contact and it rose to the level of being an incident or offense they would then completed documentation that goes into our records system.

Cortney Ingram commented that when we get to that level that is obviously a negative interaction that a student is having with that SRO; how do we compare that to positive interactions they are having? That is important. She is interested when talking about the perceptions of the SROs in the buildings and what some students as some sort of negative, how many positive interactions are they having with students and staff and how do we measure that, if we are not doing that how do we do that?

Sri Gaddam added that once it comes to the police call, it can be something negative or something bad has happened, for these students being proactive, being educational and aware these are the things we want. If someone sees a police officer in the schools they should not think someone is in trouble. They should think here is our friend who has come to help, someone to discuss and have fun and play games. SROs can educate and be a role model and be their friend. They can be proactive and educate and bring more awareness to the community, he sees that as an outcome. That is his perspective.

Yangling Yin agreed with Mr. Gaddam's comments. She commented about a recent movie she watched (Most Beautiful Thing) took place in Chicago where a group of high school students started the first all black rowing team; many years later they wanted to make a difference; they reached out to police officers and formed a rowing team with those police officers, it was a very touching community event in the end. It will take both sides, we want to make sure our SROs are doing an excellent job to our schools, to our students, especially our people of color. Maybe we can be a bridge, be more proactive, have some activity to have some fun, so we know we are all together in this we are all equal. It's not you versus me. That is something she sees as an opportunity for the group to work on and think about.

Susan Ortega agreed that is a great perspective to look at both sides. Stella or Cortney maybe you could give some ideas or start some conversations with some of your colleagues. Completely understandably, especially right now, teachers hold their instructional time so protectively. Asked

if there is any way to get some insight from them and others from the district about how SROs can best engage with students while understanding it is difficult to get in classrooms right now; need to figure out how to support the SROs figuring out that piece as well. She likes the idea of getting surveys from students and parents if possible of those positive interactions. She realizes that school districts are sometimes protective of how much they send out to their kids, asked Cortney and Stella for their insight.

Cameron Justice commented that taking a look at how those opinions of SROs compare to police officers in general, in Dublin or the community at large, if asked when he was in high school if the SRO that was at his school was his friend he would have said yes, they're a mentor or this or that, but if asked his general opinion of Dublin Police it may or may not look the same. Thinks that is something to acknowledge, how that is shaping negatively or positively their view of policing and if that differs from their view generally.

Ajmeri Hoque stated we have to look at the overall department's diversity, equity and inclusion training. She is sure that is happening side by side with SRO training on DEI work. They are not just an SRO Officer, they are not just a Community Engagement Officer, Stella is not just a teacher, we all wear many hats; whatever training we acquire through our work or community we apply it. Alongside with the SROs, she would like to get more information on the department overall that will help guide the department overall and help the SROs as well.

Chief Páez agrees that is a great point. If there is an opportunity for any development or progress we make with a particular program, how do we expand to the entire department and what is the impact and benefit. If we are talking about trauma informed care, that is absolutely beneficial for SROs to have an understanding but he would want all officers to be able to employ the same skillset and resources and experience to be able to resolve a situation whether they're a school resource officer or an officer that responds to the school. Chief Páez asked Officer McCloskey for her perspective, he speaks from his perspective as the Chief. That is part of the reason we have included officers here to talk about that impact and connectivity between our workgroups. We have to be able to respond to any situation from any position we hold in the organization.

Officer McCloskey responded regarding trauma informed care. She works patrol, when responding to calls they go into a house in the heat of the moment and it is easy to make assumptions about what is going on. If they can get that training on the front end it would benefit them on the back end going on those calls with more knowledge. She is a big proponent of that and feels the entire department would benefit from that. Specialized training shouldn't be a one-time thing; we need to do this frequently. She reiterated the comment that the little kids in our community have only seen what 2020 has to offer; she hadn't thought of it that way and that is huge. They may not feel good about their presence. This will bring her a good perspective into those calls where there are young kids involved.

Stella Villalba stated that having this conversation and hearing the officer say that she learned something and has a new perspective makes all of this time invested worthwhile. Moving forward knowing that you view things from that lens, that is powerful. If anybody wants to learn more, Dr. Beverly Tatum wrote the book "Why Are All the Black Children Sitting Together in the Cafeteria". She thanked Amber for taking notes and mentioning that.



Chief Páez stated we can certainly share what training we have done regarding diversity equity and inclusion training. Wants to share what we have done in the past, gives a good foundation, but we are learning as we go along as well. The whole point and intent of bringing this group together is to let the experience and resource and passion you all have for helping build a more inclusive community and a department that is responsive to the needs and conversations that are currently happening in our community. What are the right resources we bring, what is the right training we bring for our officers and beyond that how we utilize those to deliver better on our protection, service and public safety partnership with the community moving forward? All of this is about progression, development and evolution and that is what this community deserves. Thankful to all engaging in conversation and sharing our perspectives so we have an idea, we are moving forward ourselves but also meeting the expectations of the community as we do so.

Dwayne Maynard asked how the community liaison officers fit into the department. Are they part of the community education officer grouping or are they something different?

Chief Páez deferred to Lt. Tabernik and asked that Amber follow up as well.

Lt. Tabernik advised that some of the community liaison officers are patrol officers and some are community education officers that are SROs; Amber can go over some of the recent things they have been involved in which have been extremely positive. They are doing a lot of the work in leading the community.

(Bad Audio Connection)

Officer McCloskey became a community liaison officer in May; jumped into the unit when things jumped up in society as a whole. As a unit, they have spearheaded a lot of conversations with people out in the community. They talk to them and get their perspective to help determine how as a police department we can do better. Some recent activities partnered with seniors and a church in Dublin, passed out food and had conversations. They have also worked with the Dublin Food Pantry for several weeks. Officer McCloskey is so proud of all of these conversations we are having and loves meeting with all people and their many different backgrounds. Brings that that information back to the police department and share with the rest of the department.

Dwayne Maynard advised that is the kind of information that you should be sharing with the committee prior to those events occurring. That is the kind of community involvement or engagement that the community at large should know about. Need to think about how the department interacts or makes itself better regarding diversity equity and inclusion. He would have enjoyed knowing that they were doing those things, particularly with the food pantry and just being able to come out and see or be a part of that. This would help build bridges between the department and many different communities.

Rebecca Meyers shared information about senior lunches over the summer; photos of officers with recent partnership with Dublin Food Pantry. Does like the idea that this group is aware of the information we are sharing, upcoming events or short notice event that has occurred.

Yangling Yin commented that maybe if they know before an event occurs they can share with their community and if the event has already happened they can share that information as well. It is valuable to share that information.

(Bad Audio Connection)

Officer McCloskey advised if anyone has ideas where they can take part please let them know.

Dwayne Maynard feels the community liaison officers can be an extra layer to go into schools and definitely be a buddy like person and be additional support to SROs who are already in the buildings.

Chief Páez thanked Dwayne Maynard and Officer McCloskey for sharing information about the activities she has been involved in. We would like to grow internally as we begin to understand what the capacity is for the community liaison function, as they bring ideas to the table of how we interact in a non-enforcement or non-traditional way where we are connecting. There is a common thread in the discussion about school resource officers and about connectivity to the community and that there are things that we do that we take for granted that we are involved in them because we feel it is the right thing to do, there is a benefit in broadening the awareness of those things that we do. When you see an incident in the news, if that is the only reflection you have of policing or of the Dublin Police Department you might wonder "is that the only thing that they do." There are so many interactions that our school resource officers in the schools have that are not recorded as an incident report or even as a call for service. It is simply the officer engaging as part of that environment in the schools. Equally, officers working community events or just stopping out at the park they are just out to interact with members of the community. One of his most important tools he carries with him as a police officer are sticker badges for kids. Offers the opportunity to have that connectivity, interaction or just have a conversation with a child in our community or their parents. To connect in a way that isn't what they might have perceived the interaction might have looked like if they only saw a news presentation or heard something from an experience someone else had with a police officer. Thanked the group again for opening the conversation to all the possibilities and offering yourselves as a group to help us communicate and send that message wider as we continue to connect with the community in ways we hope are beneficial for all.

Susan Ortega asked how SROs navigate if their school is in a different precinct; do we still have SROs in those schools and if an incident happens, how does that communication work, does the SRO act as a liaison for that student or family with Columbus PD?

Chief Páez deferred to Lt Tabernik.

Lt. Tabernik advised that of the seven SROs we have one, Officer Quintanilla, is at Davis Middle School and that is actually in Columbus Police jurisdiction. Enforcement is not something that we do predominantly. We are counselors, teachers, all of those types of things, enforcement is almost a last resort for us, we use other things such as diversion to ensure we are getting that child back on the right track. In those situations where that might be needed he would act as a liaison with Columbus Police. He will be the conduit to ensure they are linked up with school administration the entire way.

Susan Ortega was happy to hear there is that connection because that is a very stressful situation for that student and their family. The SRO that is there more often can be that liaison with Columbus.

Lt. Tabernik advised that we have a very good working relationship with CPD. He was over there a few weeks ago, there was a question that had come up from school administration to Officer Quintanilla and it related to possible enforcement with Columbus. It fortunately did not result in any type of enforcement action but his is expected to be that conduit with Columbus PD.

Ajmeri Hoque stated that she sees a lot of juvenile cases in her work. She thinks Dublin Police Department does an excellent job of making sure that school to prison pipeline doesn't exist in Dublin, she does see that and it is very evident in other places. In Dublin it is very rare to see a student end up downtown. She commended the department on their action and making sure that is a last resort for them.

Dwayne Maynard stated and at the same time we want to help the department get better at that.

Chief Páez regarding goals and focus for the committee that the group has identified at the very least one topic to move forward into and if the group is in agreement he suggests for next meeting we can plan to have that conversation specifically about the SRO program and talk about the data we shared with you and would love to have those SROs involved in the meeting. They can share what their day looks like and discuss the data. If not the next meeting, the next couple of meeting or as long as it takes to identify what the goals are that we want to achieve and what are the targets moving forward and how do we accomplish. Suggests putting that on the agenda and leave that as the next agenda item in full for the next meeting.

Isao Shoji commented that there is a need at least for him to hear more about the challenges that the SROs and community liaison officers face. We have heard many positives tonight and that is great and we encourage that to continue and get even better. We are encouraging you to be more public about the efforts already being made for Dublin Police Department to be a good partner to the community. We know that there are interactions that are not so positive. There are interactions perhaps that later on you look back and perhaps regret how it went. When the SROs join next time, he would like to encourage them to not be shy about sharing those experiences. He is not in the schools every day and doesn't know what happens on the ground. He only gets to talk to his kids and the kids in his neighborhood so he doesn't feel that is the whole experience of Dublin students. For the group to provide the best service or input in ways the police department can improve, they need to hear about the challenges and struggles you have. Do not be shy about bringing those and relay that message for the next time we meet. Thinks they may not be as forthright as we want them to be.

Sri Gaddam added that the police already do a good job; how do we communicate to that the community? How do we communicate what we are doing as a team here once we achieve an outcome? People should know what has been done. What is our communication strategy?

Rebecca Myers advised she is part of the Communications and Public Information Team and she is the liaison for the police department. They have all of the social media platforms to utilize to reach out to the community. She just started in May but that is why she is here to take your ideas to your ideas about connections to the community to fruition.

Dwayne Maynard thanked Rebecca on behalf of the committee for all the information provided. It is apparent to him that the department is trying to be transparent. Wanted to review with the group the information they received regarding training. Would like to spend some time if not now maybe next time. Specifically, the training the department went through. He would like the committee to look at and spend some time talking about it. The training that Lt. Lattanzi outlined for the chief he found very interesting; thinks it would be beneficial to share with the general public and the policy associated with the training. Are the department policies in keeping with standard policing policies or what we might call best practices for best policing policies? In his mind we want to strive for best policing policies not just what other departments do. What can we do to be a regional or state department that is going above and beyond?

Chief Páez wanted to cover the entirety of those documents. Want to make sure everybody has time to review that information. When we are looking for training for our officers, when we are looking at how we deliver protection service and public safety in partnership to the community, we want to be mindful that we are leaning into best practices not simply carrying on because they are past practices. One of the reason we wanted to elevate that memo from the lieutenant and that training, was to highlight the progression of our policy in that we didn't just make changes in policy as a two dimensional change moving forward but we felt it was very important to practice scenario training so the first time an officer may deal with a particular situation is not out on the street. We also offered Lt. Tabernik's response on offerings of the Community Education Unit and forwarded a response on the language and translation capacities for NRECC. Those are all documents you should have received from Rebecca prior to this meeting. Chief Páez asked the group if anyone had any questions tonight or we can discuss at the next meeting as well.

No questions from the group.

Officer McCloskey wanted to address the training document. Training and talking about the document will take some time as it should. She suggested similar to the meeting next month with the SROs to talk about their involvement in the schools, it might be good to have a meeting with Defensive Tactics instructors to talk about training. Something to consider moving forward.

Rebecca Myers advised that a lot of this training, distilled, will be available to the public on our website as well.

Dwayne Maynard just wanted to make sure the group takes a look at that as it is important material and make that part of our future discussions.

Chief Páez provided responsiveness from previous discussions. Thanked Rebecca for taking input from the community and applying to our website. Chief Páez thanked the group for providing that very thorough discussion about what we should be considering and how we reflect the diversity of our organization and also the diversity of our community as part of our projection of who the police department is and what we mean for the community. Chief again thanked the group for bringing that to our attention.

Rebecca Myers advised there are some language translation capabilities for the website; a google plug in can translate into ten different languages.

Chief Páez asked Rebecca if we have received any commentary from the meeting tonight.

Rebecca Myers advised there were a few comments that were sent to council but asked that they be shared with this group as well. One comment was specifically for this group as included below:

<b>Name *</b>	Angela Pinkney
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<b>Subject *</b>	Supporting DE&I in Dublin
<b>Comments *</b>	

**Date: Nov. 6, 2020**

**To: Chief's Advisory Committee**

Dear Mayor, Chief, City Council, and DEI committees,

Thank you for your commitment to improving the diversity, equity, inclusion, and belonging for all members of our Dublin community.

While this work is so important, it's equally important for our community to SEE this commitment. I would like to ask you all to publicly commit support for your efforts and for supporting oppressed community members in several ways. First, by displaying messages and symbols of inclusion and belonging both physically in our community and on city social media. Examples may include GLSEN safe space signs, recognition of meaningful celebration/remembrance days, displaying varieties of supportive flags, black lives matter signs, etc. Please do not consider this an all-inclusive list but instead a start.

Second, by issuing a public letter to the community reaffirming your commitment and the position of our city leadership. In this letter, please consider addressing the following:

- In Dublin, all of our children are seen, valued, respected, and loved
- In Dublin, we are committed to ensuring Black Lives Matter for those who work, live, study, and visit
- Dublin is a safe space for all members of the LGBTQ+ community
- All cultures are celebrated and appreciated in Dublin
- No preference is shown for any religious choice in Dublin

Thank you for your commitment.  
Angela Pinney  
Community Member & Parent

Chief Páez wants to ensure that we review those comments from the public and get them included in the record. Chief Páez thanks Ms. Pinney for her comments. He asked if this was read and included in another venue earlier this week.

Rebecca Myers advised this one was specific to the CAC committee.

Chief Páez advised as we receive we will ensure to get those to you as well and include in our discussion. We have had good conversations for future conversations. The School Resource Officer program is what he suggests as the only topic of the agenda for the next meeting. We can talk next meeting about where we go regarding training. Now that we have a chair and vice chair we can certainly assist in formulating those agendas.

Ajmeri Hoque thanked the group very much for this meeting and looks forward to meeting next month. Left the meeting.

Dwayne Maynard asked in closing if any committee members have anything to offer and thanks to everyone from the department. He asked that Cortney and Stella offer some potential reading material between now and next meeting; the more educated that we become on the issues of diversity equity and inclusion, the better; asked what the book title is again and encourages all to look at it and read it. Thank you to all of the members of the department who are Veterans and thank you for your service. We will remember you specifically tomorrow.

Yangling Yin advised what she will do to prepare in addition to reading the book; will go to her community to solicit what they think about the SROs; what they can do better and offer their feedback from her community.

Stella Villalba advised the book is "Why are all the black children sitting together in the cafeteria by Dr. Tatum.

### **Future Meetings Schedules**

Chief Páez advised however you want to coordinate that; if you want us to assist in sending out meeting dates we would be glad to do that.

Dwayne Maynard said dates with options is probably the best way to do things particularly as we go into December and January.

Cameron Justice suggested Doodle or something where you can see it all in one space.

Chief Páez was glad we could reconcile with Miss Ingram's schedule. We will go back to that way of scheduling for upcoming meeting. Unless anyone has anything else for the good of the group, he thanked all for a very engaging and enlightening discussion. Stay safe and stay healthy.

Meeting adjourned 7:35 PM

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